

From: "Blair Taylor" <btaylor@memphistomorrow.org>
To: "Adams, Ben C." <badams@bakerdonelson.com>
"William L. Gibbons \(\wgibbons\)" <wgibbons@memphis.edu>
Date: 5/31/2018 4:43:42 PM
Subject: RE: MT committee meeting with Strickland and Doug

It's an engagement thing. I'd like to take the opportunity to get them all engaged in playing a leadership role since they are our crime commission/public safety committee/MT folks and all contributors to the recruit/retain initiative. I'll take care of scheduling unless you have any objections.

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From: Adams, Ben C. [<mailto:badams@bakerdonelson.com>]
Sent: Thursday, May 31, 2018 3:31 PM
To: William L. Gibbons (wgibbons) <wgibbons@memphis.edu>
Cc: Blair Taylor <btaylor@memphistomorrow.org>
Subject: Re: MT committee meeting with Strickland and Doug

We should meet with them but I would not require all these folks to be there. Too hard to schedule.

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On May 31, 2018, at 3:21 PM, William L. Gibbons (wgibbons) <wgibbons@memphis.edu> wrote:

Jim has also mentioned to me the need to beef up lateral hires.

Remember that June will probably be too late to impact the new fiscal year budget beginning July 1. (The salary issue came up because the proposed county budget includes a pay raise for deputy sheriffs beginning

July 1.)

I do think they are trying to make up for lost ground by having three training classes of new recruits rather than the originally planned two.

Sent from my iPhone

On May 31, 2018, at 8:27 PM, Blair Taylor <btaylor@memphistomorrow.org> wrote:

I'd like to take a delegation of our MT / crime commission members – Ben, Blair, Johnny, Dave Slott with Bill in to meet with Strickland and Doug McGowen in June (while Alex is out on maternity leave) to discuss what's being done, and not done, to address the officer shortage.

In our meeting with Dave Bronczek, Strickland mentioned that one big thing City is not doing, but which it needs to do, is salary increases – he said we have to grow first before we can do that. Not sure I'm in agreement with that answer and at the very least we need to probe it further. Seems to me it should be an absolute priority to provide top wages in the country, and be known for that, especially since we don't have pension anymore.

I'm also concerned about how well the Blue Path program is being run, and how effectively PSTs are being used to relieve sworn officers so they may do other things (and whether that's even being tracked).

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